

Meeting of the Deputies, 9 May 1968:

It was agreed that the University Associates as a program should be terminated. All agreed that it should be done as gracefully as possible and that we should continue, on an individual basis, a relationship with those members of the group who were judged to be in a position to make a continuing contribution in their separate capacities. Colonel White will report this recommendation to the Director. If the Director agrees, it will be the responsibility of the DD/S and the Director of Personnel to take the appropriate actions.

Meeting of the Deputies, 16 May 1968:

Colonel White announced that the University Associates Program will be canceled. The DD/S will develop a proposal as to how this should be done.

DD/S 68-3809, 29 July 1968 to D/Pers frm DD/S:

In this memo the DD/S pointed out to the Director of Personnel that he had briefed the Deputies on 25 July as to follow-up actions in process. One of the actions for which the Office of Personnel is responsible is the closing out of the University Associates Program.

X

Personnel 15

Executive Director-Comptroller
7D59 HQS

X

Colonel White:

The matter of notice to university authorities of a consultant arrangement will be handled by the Office of Personnel. The matter of informing the university management of a contract relationship will be covered when the OP recruiter discusses consultant status in detail with the designated individuals.

Request your approval.

SIGNED R. L. Bannerman

R. L. Bannerman

17 JUN 1968

Deputy Director for Support 7D26 HQS

X

STAT

ADD/S:JWC:ms (11 Jun 68)

Rewritten: DD/S:RLB:maq (17 June 68)

Distribution:

Orig - ExDir-Compt w/O & 3 ccys DD/S 68-2801

X - DD/S Subject w/ccy DD/S 68-2801 w/background

1 - DD/S Chrono

DD/S 68-2801: Memo dtd 3 June 68 for ExDir-Compt fr D/Pers, subj: Discontinuance of the University Associates Program w/atts

7 June 1968

STAT

NOTE FOR: Mr. Bannerman via Mr. Coffey,

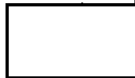
Mr. Wattles' proposal seems basically sound to me -- it would enable him to retain a close relationship with selected Associates, while cutting the cord to those Associates who have not contributed.

One point that we should keep in mind is that a formal consultant relationship with the Agency may require further explanation to, and approval of, University authorities. Mr. Wattles can quite easily handle this, of course, by having his recruiters discuss this when they contact the Associates who we wish to retain.

Recommend your concurrence on his proposal.



Covered on routing slip to E. Allen



*Proposed
R. J. [unclear] 1968*

STATINTL

Approved For Release 2003/04/29 : CIA-RDP84-00780R002300180007-3

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CONFIDENTIALDDIS 68-2801
3 JUN 1968

MEMORANDUM FOR: Executive Director-Comptroller

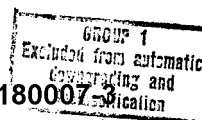
SUBJECT : Discontinuance of the University Associates Program

1. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 5.

2. It having been decided to discontinue the University Associates Program, I was instructed to propose a plan to accomplish this action which would avoid as much as possible any adverse reaction on the part of the Associates group. In the plan proposed, I have been influenced by the fact that the Associates themselves have expressed on more than one occasion their own doubts that they were making any real contribution as a group and have repeatedly asked for a definitive statement of our expectations of them. Largely, our responses have been in general terms along the line that they helped us to keep our fingers on the pulse of "the campus." Therefore, I think it will come as no great surprise to the members of the group to learn that we have decided to dissolve the group as such and to maintain our relationship with the individual members as consultants on whom we can call for advice and assistance as needed.

3. My proposal for the discontinuance of the Program is to notify the Associates individually by letter of our decision to do so, and to extend to certain ones an invitation to continue an association with us as a consultant to the Director of Personnel. To those who have been for the most part non-contributors I propose to announce the decision, express our thanks for services rendered, and state that we will call upon them again in future if the occasion arises. To the seven most recently appointed Associates I propose to explain our decision and offer a consultant contract. I am attaching drafts of the three letters which I plan to use. I will personalize those to the "old-timers" according to the duration and closeness of our acquaintance; recent appointees and those I know less will receive the letters essentially as drafted.

4. I propose further to invite a number of those who accept consultancies to come to Headquarters in the autumn for a working conference on the purposes which they might

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serve with respect to Agency-campus relationships. If you approve this in principle I will suggest the membership and an agenda for subsequent review.

5. It is recommended that you approve the proposed plan for effecting the discontinuance of the University Associates Program as outlined above.

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

Att.

Concur:

SIGNED R. L. Bannerman

17 JUN 1968

R. L. Bannerman
Deputy Director
for Support

Date

The recommendation contained in paragraph 5 is approved.

15/
L. K. White

Executive Director-Comptroller

19 JUN 1968

Date

Distribution:

Orig - Return to D/Pers
1 - ER
2 - DD/S Chrono Subject
1 - D/Pers
1 - DD/Pers/R&P
1 - C/RD/R&P w/held

DD/Pers/R&P/ [] (31 May 1968)

25X1

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GROUP 1
Excluded from automatic
downgrading and
declassification

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DRAFT - LETTER NO. 1

Dear _____:

It will come as no surprise to you that we have been giving a good deal of thought in recent months to our relationships with the academic world, particularly as they affect our personnel program. Changes on campus and in the Agency's needs suggest that this is a good time to modify some of our working arrangements. After much deliberation we have decided that among the changes to be made should be the discontinuance of the University Associates Program as such, and substitution of a consultant relationship with individual members of the group on whom we could call for advice and assistance as needed. Reviewing the activity of the Program over the years, we concluded that the principal contribution of the group was in the individual assistance of members at the campus level rather than in the annual conferences.

We value highly the advice and counsel which you have given us and hope to continue our association with you. Toward this end, (name of recruiter) will be in touch with you shortly to ask you formally to continue this association as a consultant to the Agency, more specifically to the Director of Personnel, in the conduct of our academic relationships.

LETTER NO. 1

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I wish to take this opportunity to thank you, both personally and officially, for your help in the past and to express our interest in continuing our association with you in the future.

Sincerely,

Robert S. Wattles
Director of Personnel

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DRAFT - LETTER NO. 2

Dear _____:

It will come as no surprise to you that we have been giving a good deal of thought in recent months to our relationships with the academic world, particularly as they affect our personnel program. Changes on campus and in the Agency's needs suggest that this is a good time to modify some of our working arrangements. After much deliberation we have decided that among the changes to be made should be the discontinuance of the University Associates Program as such. We realize, as do many of you, that the Program has lacked clear definition and that with the changing times questions have arisen as to the proper role of the Associate, and what the Agency should expect of him. Reviewing the activity of the Program over the years we concluded that its principal contribution was in the individual assistance of members at the campus level rather than in the annual conferences. This suggested the desirability of maintaining our relationships henceforth with individuals rather than with a group.

We value highly the advice and counsel you have given us in the past and we enjoyed our association with you. Our present action in discontinuing the Program means simply that in future we will call upon individuals or small groups

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DRAFT - LETTER NO. 2

for assistance as circumstances warrant rather than depend upon an annual convocation. I do not know at this time what our future needs may be nor when we may have occasion to consult, but I trust that we may be able to call upon you again if the need arises.

Again let me express our thanks for your participation to date, and the hope that you will appreciate the reasons for change in this area of our academic relationships.

Sincerely,

Robert S. Wattles
Director of Personnel

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DRAFT - LETTER NO. 3

Dear _____:

We have been giving a good deal of thought in recent months to our relationships with the academic world, particularly as they affect our personnel program. Changes on campus and in the Agency's needs suggest that this is a good time to modify some of our working arrangements. After much deliberation we have decided that among the changes to be made should be the discontinuance of the University Associates Program as such.

This action may seem rather abrupt to you in view of your brief tenure in the group, but let me hasten to add that it implies no diminution of interest in maintaining our Agency-campus relationships; our objective is a change in method. Looking back over the Program's activity, we have concluded that its principal contribution has been in the individual assistance of members at the campus level rather than in the general conferences. We recognize too, as do many of you, that the Program lacks clear definition and that with the changing times questions have arisen as to the proper role of the Associate and what the Agency should expect of him. These considerations have weighed heavily in our decision to discontinue the Program as a group activity and to substitute a consultant relationship with individual members on whom we might call for advice and assistance as needed.

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DRAFT - LETTER NO. 3

For the reasons that led to your becoming an Associate, we would like to have you continue for the next year as a consultant. To that end, (name of recruiter) will be in touch with you shortly to invite you formally to become a consultant to the Director of Personnel in the conduct of our academic relations. I hope this role will be acceptable to you and I look forward to continuing our association.

Sincerely,

Robert S. Wattles
Director of Personnel

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